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(Original Signature of Member)

116TH CONGRESS
2D SESSION

H. R. _____

To establish a scholarship program to diversify the national security workforce through partnership with historically black colleges and universities and other minority institutions, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

Mr. BROWN of Maryland introduced the following bill; which was referred to the Committee on _____

A BILL

To establish a scholarship program to diversify the national security workforce through partnership with historically black colleges and universities and other minority institutions, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Pathway for Inclusive
5 Participation of Emerging Leaders and Institutions in the
6 NatSec Enterprise Act of 2020” or the “PIPELINE Act
7 of 2020”.

1 **SEC. 2. SCHOLARSHIP PROGRAM.**

2 (a) IN GENERAL.—The Secretary of Defense, in co-
3 ordination with the Director of the Office of Personnel
4 Management, the Secretary of State, and the Secretary
5 of Homeland Security, shall establish a Federal scholar-
6 ship-for-service program known as the “Ronald V. Del-
7 lums Federal National Security Pipeline Program” to re-
8 cruit, train, and diversify the next generation of national
9 security professionals to meet the needs of the national
10 security mission for Federal, State, local, and Tribal gov-
11 ernments.

12 (b) PROGRAM DESCRIPTION AND COMPONENTS.—
13 The program under subsection (a) shall—

14 (1) provide scholarships to students who are en-
15 rolled in programs of study at covered institutions
16 leading to degrees or specialized program certifi-
17 cations relating to national security;

18 (2) provide the scholarship recipients with sum-
19 mer internship opportunities or other meaningful
20 temporary appointments in the Federal national se-
21 curity workforce; and

22 (3) prioritize the employment placement of
23 scholarship recipients in the Federal Government.

24 (c) SCHOLARSHIP AMOUNTS.—Each scholarship
25 under subsection (b) shall be in an amount that covers
26 the student’s tuition and fees at the institution under sub-

1 section (b)(1) for not more than three years and provides
2 the student with an additional stipend.

3 (d) POST-AWARD EMPLOYMENT OBLIGATIONS.—

4 (1) CIVILIAN EMPLOYMENT.—Each scholarship
5 recipient, as a condition of receiving a scholarship
6 under the program, shall enter into an agreement
7 under which the recipient agrees to work in a posi-
8 tion related to national security at a Federal, State,
9 local, or Tribal agency for a period equal to the
10 length of the scholarship following receipt of the stu-
11 dent's degree.

12 (2) MILITARY SERVICE.—Pursuant to regula-
13 tions prescribed by the Secretary of Defense for
14 such purpose, a scholarship recipient may fulfill the
15 condition described in paragraph (1) by serving in
16 the Armed Forces.

17 (e) HIRING AUTHORITY.—

18 (1) APPOINTMENT IN EXCEPTED SERVICE.—
19 Notwithstanding any provision of chapter 33 of title
20 5, United States Code, governing appointments in
21 the competitive service, an agency shall appoint in
22 the excepted service an individual who has completed
23 the eligible degree program for which a scholarship
24 was awarded.

1 (2) NONCOMPETITIVE CONVERSION.—Except as
2 provided in paragraph (4), upon fulfillment of the
3 service term, an employee appointed under para-
4 graph (1) may be converted noncompetitively to
5 term, career-conditional, or career appointment.

6 (3) TIMING OF CONVERSION.—An agency may
7 noncompetitively convert a term employee appointed
8 under paragraph (2) to a career-conditional or ca-
9 reer appointment before the term appointment ex-
10 pires.

11 (4) AUTHORITY TO DECLINE CONVERSION.—An
12 agency may decline to make the noncompetitive con-
13 version or appointment under paragraph (2) for
14 cause.

15 (f) ELIGIBILITY.—To be eligible to receive a scholar-
16 ship under this section, an individual shall—

17 (1) be a citizen or lawful permanent resident of
18 the United States;

19 (2) demonstrate a commitment to a career in
20 national security;

21 (3) have demonstrated a high level of pro-
22 ficiency in a field related to national security;

23 (4) be a full-time student in an eligible degree
24 program at a covered institution; and

1 (5) accept the terms of a scholarship under this
2 section.

3 (g) CONDITIONS OF SUPPORT.—

4 (1) IN GENERAL.—As a condition of receiving a
5 scholarship under this section, a scholarship recipi-
6 ent shall agree to provide the qualified institution of
7 higher education with annual verifiable documenta-
8 tion of post-award employment and up-to-date con-
9 tact information.

10 (2) TERMS.—A scholarship recipient under this
11 section shall be liable to the United States as pro-
12 vided in subsection (i) if the individual—

13 (A) fails to maintain an acceptable level of
14 academic standing at the applicable covered in-
15 stitution, as determined by the Secretary of De-
16 fense;

17 (B) is dismissed from the applicable cov-
18 ered institution for disciplinary reasons;

19 (C) withdraws from the eligible degree pro-
20 gram before completing the program;

21 (D) declares that the individual does not
22 intend to fulfill the post-award employment ob-
23 ligation under this section; or

1 (E) fails to fulfill the post-award employ-
2 ment obligation of the individual under this sec-
3 tion.

4 (h) MONITORING COMPLIANCE.—As a condition of
5 participating in the program, a covered institution shall—

6 (1) enter into an agreement with the Secretary
7 of Defense, to monitor the compliance of scholarship
8 recipients with respect to their post-award employ-
9 ment obligations; and

10 (2) provide to the Secretary of Defense, on an
11 annual basis, the post-award employment docu-
12 mentation required under subsection (g)(1) for
13 scholarship recipients through the completion of
14 their post-award employment obligations.

15 (i) AMOUNT OF REPAYMENT.—

16 (1) LESS THAN ONE YEAR OF SERVICE.—If a
17 circumstance described in subsection (g)(2) occurs
18 before the completion of one year of a post-award
19 employment obligation under this section, the total
20 amount of scholarship awards received by the indi-
21 vidual under this section shall—

22 (A) be repaid; or

23 (B) be treated as a loan to be repaid in ac-
24 cordance with subsection (j).

1 (2) ONE OR MORE YEARS OF SERVICE.—If a
2 circumstance described in subparagraph (D) or (E)
3 of subsection (g)(2) occurs after the completion of
4 one or more years of a post-award employment obli-
5 gation under this section, the total amount of schol-
6 arship awards received by the individual under this
7 section, reduced by the ratio of the number of years
8 of service completed divided by the number of years
9 of service required, shall—

10 (A) be repaid; or

11 (B) be treated as a loan to be repaid in ac-
12 cordance with subsection (j).

13 (j) REPAYMENTS.—A loan described in subsection (i)
14 shall—

15 (1) be treated as a Federal Direct Unsubsidized
16 Stafford Loan under part D of title IV of the High-
17 er Education Act of 1965 (20 U.S.C. 1087a et seq.);
18 and

19 (2) be subject to repayment, together with in-
20 terest thereon accruing from the date of the scholar-
21 ship award, in accordance with terms and conditions
22 specified by the Secretary of Defense (in consulta-
23 tion with the Secretary of Education, Secretary of
24 State, and Secretary of Homeland Security) in regu-
25 lations promulgated to carry out this subsection.

1 (k) COLLECTION OF REPAYMENT.—

2 (1) IN GENERAL.—In the event that a scholar-
3 ship recipient is required to repay the scholarship
4 award under this section, the covered institution pro-
5 viding the scholarship shall—

6 (A) determine the repayment amounts and
7 notify the recipient and the Secretary of De-
8 fense of the amounts owed; and

9 (B) collect the repayment amounts within
10 a period of time as determined by the Secretary
11 of Defense, or the repayment amounts shall be
12 treated as a loan in accordance with subsection
13 (j).

14 (2) RETURNED TO TREASURY.—Except as pro-
15 vided in paragraph (3), any repayment under this
16 subsection shall be returned to the Treasury of the
17 United States.

18 (3) RETAIN PERCENTAGE.—A covered institu-
19 tion may retain a percentage of any repayment the
20 institution collects under this subsection to defray
21 administrative costs associated with the collection.
22 The Secretary of Defense shall establish a single,
23 fixed percentage that will apply to all eligible enti-
24 ties.

1 (l) EXCEPTIONS.—The Secretary of Defense may
2 provide for the partial or total waiver or suspension of any
3 service or payment obligation by an individual under this
4 section whenever compliance by the individual with the ob-
5 ligation is impossible or would involve extreme hardship
6 to the individual, or if enforcement of such obligation with
7 respect to the individual would be unconscionable.

8 (m) EVALUATION AND REPORT.—The Secretary of
9 Defense shall evaluate and report periodically to Congress
10 on the success of recruiting individuals for scholarships
11 under this section and on hiring and retaining those indi-
12 viduals in the public sector workforce.

13 (n) COVERED INSTITUTION DEFINED.—In this sec-
14 tion, the term “covered institution” has the meaning given
15 that term in section 262(g)(2) of the National Defense
16 Authorization Act for Fiscal Year 2020 (Public Law 116–
17 92).